

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-258731	April 2, 2020

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Envita Medical Center		b. Tel. No. (602)569-4144
		c. Cell No.
d. Address (street, city, state ZIP code) 8759 E Bell Road Building G Scottsdale, AZ 85260	e. Employer Representative Brian Harrison President	f. Fax No. (602)569-4244
		g. e-Mail brianh@envita.com
		h. Dispute Location (City and State) Scottsdale, AZ
i. Type of Establishment (factory, nursing home, hotel) Outpatient Clinic	j. Principal Product or Service Cancer and Lyme Disease Clinic	k. Number of workers at dispute location 100

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to, causing the termination of its employees, including, but not limited to, (b) (6), (b) (7)(C), because they engaged in protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By:

(sig)

making charge)

(b) (6), (b) (7)(C) an Individual

Print Name and Title

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date:

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 28
2600 North Central Avenue
Suite 1400
Phoenix, AZ 85004-3099

Agency Website: www.nlr.gov
Telephone: (602) 640-2160
Fax: (602) 640-2178

May 14, 2020

Jan Hutchinson, Attorney at Law
Marshall Hunt, Attorney at Law
Davis Miles McGuire Gardner, PLLC
40 East Rio Salado Parkway, Suite 425
Tempe, AZ 85283

Re: Envita Medical Center
Case 28-CA-258731

Dear Ms. Hutchinson and Mr. Hunt:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

/s/ Cornele A. Overstreet

Cornele A. Overstreet
Regional Director

cc: Envita Medical Center
8759 East Bell Road, Building G
Scottsdale, AZ 85260

Elliot Isaac, Attorney at Law
14820 North Cave Creek Road, Suite 3
Phoenix, AZ 85032

(b) (6), (b) (7)(C)

CAO:NG:mhz

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
28-CA-258831Date Filed
April 6, 2020**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Tucson Medical Center	b. Tel. No. (520) 324-1794
	c. Cell No. (520) 324-1794
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 5301 E. Grant Ro AZ Tucson 85712-____	e. Employer Representative Joy Hall HR Generalist
	g. e-Mail Joy.Hall@tmcaz.com
	h. Number of workers employed 4000
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
--See additional page--	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) Title: _____	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By (b) (6), (b) (7)(C) (signature of representative or person making charge)	Title: (b) (6), (b) (7)(C) (Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No. (b) (6), (b) (7)(C)
	Fax No.
	e-Mail (b) (6), (b) (7)(C)
	04/6/2020 16:26:32 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 28
2600 North Central Avenue
Suite 1400
Phoenix, AZ 85004-3099

Agency Website: www.nlrb.gov
Telephone: (602)640-2160
Fax: (602)640-2178

April 28, 2020

Joseph A. Kroeger, Attorney at Law
Snell & Wilmer
One South Church Street, Suite 1500
Tucson, AZ 85701-1630

Re: Tucson Medical Center
Case 28-CA-258831

Dear Mr. Kroeger:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

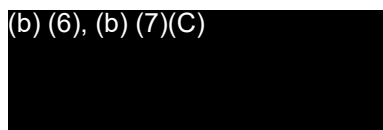
Very truly yours,

/s/ Cornele A. Overstreet

Cornele A. Overstreet
Regional Director

cc: Tucson Medical Center
5301 E. Grant Road
Tucson, AZ 85712

(b) (6), (b) (7)(C)

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CAO:KAS:mhz

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-259884	5/4/2020

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Northern Arizona Health Care/Flagstaff Medical Center		b. Tel. No. (928)773-2094
		c. Cell No.
d. Address (street, city, state ZIP code) 1200 N Beaver Street Flagstaff, AZ 86001	e. Employer Representative Dick Sharp Chief Human Resources Officer	f. Fax No.
		g. e-Mail dick.sharp@nahealth.com
		h. Dispute Location (City and State) Flagstaff, AZ
i. Type of Establishment (factory, nursing home, hotel) Hospital and Medical Center	j. Principal Product or Service Healthcare Services	k. Number of workers at dispute location 2,500

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to, disciplining its employees, including, but not limited to, (b) (6), (b) (7)(C), because they engaged in protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

By:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
an individual

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(sign

e)

Print Name and Title

Fax No.

Address (b) (6), (b) (7)(C)

Date:

04/29/2020

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 03
130 S Elmwood Ave Ste 630
Buffalo, NY 14202-2465

Agency Website: www.nlr.gov
Telephone: (716)551-4931
Fax: (716)551-4972

June 9, 2020

Dick Sharp, Chief Human Resources Officer
Northern Arizona Healthcare/Flagstaff Medical Center
1200 N Beaver St
Flagstaff, AZ 86001-3118

Re: Northern Arizona Health Care d/b/a
Flagstaff Medical Center
Case 28-CA-259884

Dear Mr. Sharp:

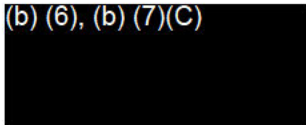
This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Paul J. Murphy

PAUL J. MURPHY
Regional Director

cc: (b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-260452	May 13, 2020

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Valley Wide Health Centers, Inc.	b. Tel. No. (602) 344-5011	c. Cell No.
d. Address (street, city, state ZIP code) 2601 E Roosevelt St, Phoenix, AZ 85008	e. Employer Representative James Castillo, Nursing Manager	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Phoenix, AZ
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Health Services	k. Number of workers at dispute location ~300
<p>l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to, suspending its employees, its employees, including, but not limited to, (b) (6), (b) (7)(C) because they engaged in protected, concerted activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.</p> <p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)</p> <p>4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)</p> <p>4b. Tel. No. (b) (6), (b) (7)(C)</p> <p>4c. Cell No.</p> <p>4d. Fax No.</p> <p>4e. e-Mail (b) (6), (b) (7)(C)</p> <p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)</p> <p>(b) (6), (b) (7)(C), an Individual Print Name and Title</p> <p>Date: 05-13-2020</p> <p>Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)</p> <p>Tel. No. (b) (6), (b) (7)(C)</p> <p>Office, if any, Cell No.</p> <p>Fax No.</p> <p>e-Mail (b) (6), (b) (7)(C)</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 21
US Court House, Spring Street
312 N Spring Street, 10th Floor
Los Angeles, CA 90012

Agency Website: www.nlrb.gov
Telephone: (213)894-5200
Fax: (213)894-2778

June 25, 2020

Christopher J. Meister, Esq.
Ogletree, Deakins, Nash, Smoak, and Stewart, P. C.
christopher.meister@ogletree.com

Re: Valley Wide Health Centers, Inc.
Case 28-CA-260452

Dear Mr. Meister:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

William B. Cowen
Regional Director

cc: (b) (6), (b) (7)(C)

James Castillo, Nursing Manager
Valley Wide Health Centers, Inc.
2601 E. Roosevelt St.,
Phoenix, AZ 85008

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-261204	May 29, 2020

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Banner Health	b. Tel. No. (520)874-6933	c. Cell No. (520)869-6771
d. Address (street, city, state ZIP code) 2800 East Ajo Way Tucson, AZ 85706	e. Employer Representative Cynthia Sank Behavioral Manager	f. Fax No.
		g. e-Mail cynthia.sank@bannerhealth.com
		h. Dispute Location (City and State) Tucson, AZ
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Behavioral Health	k. Number of workers at dispute location 400
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to: discharging its employees, including, but not limited to, (b) (6), (b) (7)(C) because they engaged in protected, concerted activities. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is brought by a labor organization)	
6. DECLARATION I do hereby certify that I am the authorized representative of the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
By (Signature) (b) (6), (b) (7)(C) an individual	Office, if any, Cell No. (b) (6), (b) (7)(C)
Print Name and Title (b) (6), (b) (7)(C)	Fax No.
Date: 5/29/2020	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 03
130 S Elmwood Ave Ste 630
Buffalo, NY 14202-2465

Agency Website: www.nlrb.gov
Telephone: (716)551-4931
Fax: (716)551-4972

June 12, 2020

Thomas M. Stanek, Esq.
Ogletree, Deakins, Nash, Smoak And Stewart, P.C.
2415 E. Camelback Rd., Ste. 800
Phoenix, AZ 85016

Elizabeth M. Soveranez, Esq.
Ogletree Deakins Nash Smoak and Stewart PC
2415 East Camelback Road Suite 800
Phoenix, AZ 85016

Re: Banner Health Medical Center
Case 28-CA-261204

Dear Mr. Stanek and Ms. Soveranez:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

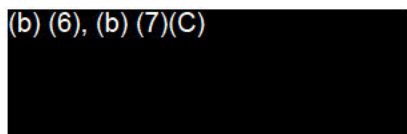
Very truly yours,

/s/ Paul J. Murphy

PAUL J. MURPHY
Regional Director

cc: Cynthia Sank, Behavioral Manager
Banner Health Medical Center
2800 East Ajo Way
Tucson, AZ 85706

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-261546	June 8, 2020

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Kingman Regional Medical Center		b. Tel. No. (928)757-2101
		c. Cell No.
d. Address (street, city, state ZIP code) 3269 Stockton Hill Road, Kingman, AZ 86409	e. Employer Representative Kerry Herbine Director	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Kingman, AZ
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Healthcare	k. Number of workers at dispute location ~1500
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to, disciplining and threatening with unspecified reprisals its employees, including, but not limited to, (b) (6), (b) (7)(C) because they engaged in protected, concerted activities. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No.
By (b) (6), (b) (7)(C)		Office, if any, Cell No. (b) (6), (b) (7)(C)
(Signature) (b) (6), (b) (7)(C), an Individual Print Name and Title		Fax No.
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)
Date: 6-1-20		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Agency Website: www.nlrb.gov
Telephone: (312)353-7570
Fax: (312)886-1341

June 16, 2020

(Via email service unless otherwise indicated)

Kerry Herbine, Director
Kingman Regional Medical Center
3269 Stocktonhill Road
Kingman, AZ 86409
Via first class mail

Re: Kingman Regional Medical Center
Case 28-CA-261546

Dear Mr. Herbine:

This is to advise you that I have approved the withdrawal of the charge in the above matter.


Very truly yours,

/s/ Peter Sung Ohr

Peter Sung Ohr
Regional Director

cc:

(b) (6), (b) (7)(C)

A large black rectangular redaction box covers the names of the individuals in the cc list.

Form NLRB - 501 (2-08)		
UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD		Case
CHARGE AGAINST EMPLOYER		Date Filed
INSTRUCTIONS:		
28-CA-261737		6/11/2020
File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.		
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		

a. Name of Employer Aetna Health Inc.		b. Tel. No. (800) 273-7676
		c. Cell No.
d. Address (street, city, state, ZIP code) 4350 E Cotton Center Blvd Phoenix, AZ 85040	e. Employer Representative Andi Thibodeau, Senior Employee Relations Consultant	f. Fax No.
		g. e-Mail thibodeaua2@aetna.com
		h. Dispute Location (City and State) Phoenix, AZ
i. Type of Establishment (factory, nursing home, hotel) Medical Insurance Provider	j. Principal Product or Service Health Insurance	k. Number of workers at dispute location ~4500
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to, discharging its employees, including, but not limited to, (b) (6), (b) (7)(C), because they engaged in protected, concerted activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.</p> <p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)</p> <p>4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)</p> <p>4b. Tel. No. (b) (6), (b) (7)(C)</p> <p>4c. Cell No.</p> <p>4d. Fax No.</p> <p>4e. e-Mail (b) (6), (b) (7)(C)</p> <p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>6. DECLARATION</p> <p>(b) (6), (b) (7)(C) that the statements are true to the best of</p> <p>(b) (6), (b) (7)(C) an individual</p> <p>Print Name and Title</p> <p>Date: June 10 2020</p> <p>(b) (6), (b) (7)(C)</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 21
US Court House, Spring Street
312 N Spring Street, 10th Floor
Los Angeles, CA 90012

Agency Website: www.nlr.gov
Telephone: (213)894-5200
Fax: (213)894-2778

July 27, 2020

(b) (6), (b) (7)(C)

Re: Aetna Health Inc.
Case 28-CA-261737

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Aetna Health Inc. has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Employer violated Section 8(a)(1) of the Act by discharging you because you engaged in protected, concerted activities. The investigation, however, fails to show that you were engaged in conduct and/or made complaints that the Act deems protected, concerted activities. Further, the investigation does not establish that the Employer terminated you because of the complaints that you made.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible (Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlr.gov. See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at www.nlr.gov. If you require additional assistance with E-Filing, please contact E-File@NLRB.gov).

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **August 10, 2020**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be

completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 9, 2020. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 10, 2020**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 10, 2020, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,



William B. Cowen
Regional Director

Enclosure

cc: Andi Thibodeau, Senior Employee
Relations Consultant
Aetna Health Inc.
Email: thibodeaua2@aetna.com

Cassandra L. Santoro, Attorney at Law
Morgan Brown & Joy, LLP
Email: csantoro@moganbrown.com

David P. Mason, Senior Legal Counsel –
Labor and Employment
CVSHealth
Email: david.mason@cvshealth.com

Joseph P. McConnell, Attorney at Law
Morgan Brown & Joy, LLP
Email: jmcconnell@morganbrown.com

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-263122	July 16, 2020

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Oasis Hospital		b. Tel. No. (602)797-7700
		c. Cell No. (602)797-7717
d. Address (street, city, state ZIP code) 750 N 40th St, Phoenix, AZ 85008	e. Employer Representative Maurice Croteau Director	f. Fax No.
		g. e-Mail mcroteau@oasishospital.com
		h. Dispute Location (City and State) Phoenix, AZ
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Healthcare	k. Number of workers at dispute location 200
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On (b) (6), (b) (7)(C), 2020, the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6) in retaliation for and or in order to discourage protected concerted activities.		

3. Full name of party filing charge (If labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)	
By: (b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
(sign (b) (6), (b) (7)(C) (arge)	Office, if any, Cell No. (b) (6), (b) (7)(C)
Print Name and Title (b) (6), (b) (7)(C)	Fax No.
Address: (b) (6), (b) (7)(C)	e-Mail (b) (6), (b) (7)(C)
Date: 7/15/2020	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
28-CA-263122Date Filed
9/15/2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Oasis Hospital		b. Tel. No. (602)797-7700
		c. Cell No. (602)7977717
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 750 N 40th St Phoenix, AZ 85008	e. Employer Representative Maurice Croteau Director	g. e-Mail mcroteau@oasishospital.com
		h. Number of workers employed 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six-months the Employer by its officers, agents, and supervisors has interfered with, restrained, and coerced its employees in the exercise of their Section 7 rights by, among other acts, (1) discharging its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities and/or in order to discourage such activities; (2) informing employees that their protected activity was the reason for their discharge; and (3) interrogating employees about their protected activities.

By the above and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(s)

(b) (6), (b) (7)(C), an Individual

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-Mail
(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

9/15/2020
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 28**

OASIS HOSPITAL

and

Case 28-CA-263122

(b) (6), (b) (7)(C), an Individual

**ORDER CONDITIONALLY APPROVING WITHDRAWAL OF CHARGE,
DISMISSING COMPLAINT, AND VACATING NOTICE OF HEARING**

On September 30, 2020, a Complaint and Notice of Hearing (Complaint) issued in the above-captioned case, setting the matter for hearing on July 20, 2021. On November 30, 2020, the Charging Party requested permission to withdraw its charge on the grounds that the parties have entered into non-Board settlement. The non-Board settlement entered into by the parties contains undertakings that have not yet been performed. Accordingly,

IT IS ORDERED that the Withdrawal Request filed by the Charging Party on November 30, 2020, be, and the same is, conditionally approved, contingent upon the performance of the respective parties' undertakings in the non-Board settlement.

IT IS FURTHER ORDERED that the Complaint previously issued in this matter be, and the same is, dismissed and the notice of hearing vacated.

IT IS FURTHER ORDERED that upon application by the Charging Party, supported by evidence that the remaining undertakings in the non-Board settlement have not been substantially complied with, the charge in this matter may be subject to reinstatement for

further processing, including, but not limited to, the reissuance of a complaint and notice of hearing.

Dated at Phoenix, Arizona this 18th day of December, 2020.

/s/ Barbara B. Baynes
Barbara B. Baynes, Acting Regional Director

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

28-CA-264451

Date Filed

August 11, 2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Dignity Health		b. Tel. No. (602) 406-4219
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 185 Berry St. Ste. 300 CA San Francisco 94107-_____	e. Employer Representative Therese Valadez Human Resources Director	
	g. e-Mail therese.valadez@dignityhealth.org	
	h. Number of workers employed 500	
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Title:

4a. Address (Street and number, city, state, and ZIP code)c/o Hernandez Law Firm PLC 5330 N. 12th St
AZ Phoenix 85014-_____4b. Tel. No.
(602) 753-2933

4c. Cell No.

4d. Fax No.

4e. e-Mail
isaac@hdezlawfirm.com**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Isaac P. Hernandez
(signature of representative or person making charge)Isaac Pasaret Hernandez
Title: _____
(Print/type name and title or office, if any)5330 N. 12th Street
Address Phoenix AZ 85014-_____08/11/2020 14:49:10
(date)Tel. No.
(602) 753-2933

Office, if any, Cell No.

Fax No.

e-Mail
isaac@hdezlawfirm.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Termination	(b) (6), (b) (7)(C) 2020



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 28
2600 North Central Avenue
Suite 1400
Phoenix, AZ 85004-3099

Agency Website: www.nlrb.gov
Telephone: (602)640-2160
Fax: (602)640-2178

December 22, 2020

Judy S. Coffin, System VP & Associate General Counsel
Dignity Health
185 Berry Street, Suite 300
San Francisco, CA 94107-1773

Lindsay J. Fiore, Attorney at Law
Greenberg Traurig, LLP
2375 East Camelback Road, Suite 700
Phoenix, AZ

Re: Dignity Health
Case 28-CA-264451

Dear Ms. Coffin and Ms. Fiore:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

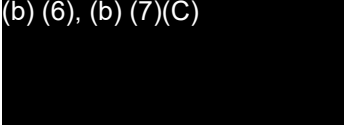
/s/ Barbara B. Baynes

Barbara B. Baynes
Acting Regional Director

cc: Dignity Health
185 Berry Street, Suite 300
San Francisco, CA 94107

Isaac P. Hernandez, Attorney at Law
Hernandez Law Firm PLC
5330 North 12th Street
Phoenix, AZ 85014

(b) (6), (b) (7)(C)



BBB:KL:mhz

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

28-CA-264454

Date Filed

8/11/2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Dignity Health		b. Tel. No. (602) 406-4219
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 185 Berry St., Ste. 300 CA San Francisco 94107-_____	e. Employer Representative Therese Valadez Human Resources Director	g. e-Mail therese.valadez@dignityhealth.org
		h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Title:

4a. Address (Street and number, city, state, and ZIP code)c/o Hernandez Law Firm 5330 N. 12th St
AZ Phoenix 85014-_____**4b. Tel. No.**

(602) 753-2933

4c. Cell No.**4d. Fax No.****4e. e-Mail**

isaac@hdezlawfirm.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Isaac P. Hernandez
(signature of representative or person making charge)Isaac Pasaret Hernandez
Title: _____
(Print/type name and title or office, if any)**Tel. No.**

(602) 753-2933

Office, if any, Cell No.**Fax No.****e-Mail**

isaac@hdezlawfirm.com

5330 N. 12th Street
Address Phoenix AZ 85014-_____08/11/2020 14:56:25
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Termination	(b) (6), (b) (7)(C), 2020



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 28
2600 North Central Avenue
Suite 1400
Phoenix, AZ 85004-3099

Agency Website: www.nlrb.gov
Telephone: (602)640-2160
Fax: (602)640-2178

December 22, 2020

Judy S. Coffin, System VP & Associate General Counsel
Dignity Health
185 Berry Street, Suite 300
San Francisco, CA 94107

Lindsay J. Fiore, Attorney at Law
Greenberg Traurig, LLP
2375 East Camelback Road, Suite 700
Phoenix, AZ

Re: Dignity Health
Case 28-CA-264454

Dear Ms. Coffin and Ms. Fiore:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

/s/ Barbara B. Baynes

Barbara B. Baynes
Acting Regional Director

cc: Dignity Health
185 Berry Street, Suite 300
San Francisco, CA 94107

(b) (6), (b) (7)(C)

Isaac P. Hernandez, Attorney at Law
Hernandez Law Firm, PLC
5330 North 12th Street
Phoenix, AZ 85014

BBB:KL:mhz

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
28-CA-269149Date Filed
November 16, 2020**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Tenet Healthcare	b. Tel. No. (469) 893-2000
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1145 Ross Avenue Suite 1400 TX Dallas 75202-_____	e. Employer Representative g. e-Mail h. Number of workers employed 3000
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare Facilities	j. Identify principal product or service Medical Services
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
--See additional page--	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) Title: _____	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By Elliot S. Isaac (signature of representative or person making charge)	Elliot Isaac Title: _____ (Print/type name and title or office, if any)
14820 N. Cave Creek Road Suite 3 Address Phoenix AZ 85032-	Tel. No. (602) 404-0099 Office, if any, Cell No. Fax No. e-Mail isaacclawyer@gmail.com
11/16/2020 16:41:51 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C), 2020

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	firing	(b) (6), (b) (7)(C), 2020



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 28
2600 North Central Avenue
Suite 1400
Phoenix, AZ 85004-3099

Agency Website: www.nlrb.gov
Telephone: (602)640-2160
Fax: (602)640-2178

February 3, 2021

Abrazo Health
18701 North 67th Avenue
Glendale, AZ 85308

Re: Tenet Healthcare d/b/a VHS of Arrowhead,
Inc. d/b/a Abrazo Arrowhead Campus
Case 28-CA-269149

Ladies and Gentlemen:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Cornele A. Overstreet

Cornele A. Overstreet
Regional Director

cc: Gareth Holdstock, Chief HR Officer
Tenet Healthcare d/b/a VHS of Arrowhead, Inc.
d/b/a Abrazo Arrowhead Campus
1145 Ross Avenue, Suite 1400
Dallas, TX 75202

(b) (6), (b) (7)(C)

Elliot S. Isaac, Attorney at Law
Law Office of Elliot S. Isaac, P.C.
14820 North Cave Creek Road, Suite 3
Phoenix, AZ 85032

CAO/NG/mhz

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

28-CA-271943

Date Filed

1/28/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sun Life Family Health Center		b. Tel. No. (520) 836-3446
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) PO Box 10097 AZ Casa Grande 85130	e. Employer Representative	
	g. e-Mail	
	h. Number of workers employed 75	
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service medical services	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Title:

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.**4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Elliot Isaac

By

(signature of representative or person making charge)

Title:

(Print/type name and title or office, if any)

Tel. No.

(602) 404-0099

Office, if any, Cell No.**Fax No.****e-Mail**

isaacclawyer@gmail.com

14820 N. Cave Creek Road Suite 3
Address Phoenix AZ 850321/28/2021 15:33:3
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2020

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	termination	(b) (6), (b) (7) /2020